

A Secure and Supportive Campus Environment

Campus Safety and Cultural Diversity

- Are two of the most high profile and important issues facing college and university leaders today

Campus Safety:

Overview, Laws & Trustee Responsibility

Major Public Concerns

- **Sexual Misconduct**
- **Gun & Alcohol related violence**

Gun Violence

- Oregon raises the prevention question anew
- State campus carry laws remain controversial
- Campuses - relatively safe places
- Homicide rate at post-secondary institutions is comparatively low (.11 per 100,000 vs 4.8 per 100,000)
- Over 90% of violent crimes that victimize college students occur off campus

Sexual Misconduct Studies, Reports, White Papers

- **2015: Chronicle of Higher Education: AAU - 1 in 4 women are victims of sexual assault**
- **2014 - January President Obama established the White House Task Force to protect Students From Sexual Assault. They reference Title IX and the Clery Act**
- **2005 American College Health Association**
 - 15-20 % of female college students experienced rape**
 - 5-15% of college men experienced rape**
 - Only 5% of those assaults were reported**
- **The federal government is moving to impose new requirements on colleges to report sexual assaults on campus.**

Legal History and Facts

- **Title IX – 1972**
- Protects people from discrimination based on sex in education programs or activities that receive Federal financial assistance.
- The U.S. Department of Education Office for Civil Rights (OCR) enforces Title IX of the Education Amendments of 1972.

Scope of Title IX

- Applies to all institutions that receive federal financial assistance
- Key issue areas where recipients have title IX obligations are: recruitment, admissions, and counseling athletics, sex-based harassment, employment, etc.

Scope of Title IX (cont.)

- A recipient may not retaliate against any person for opposing an unlawful educational practice or policy.

Office of Civil Rights (OCR)

- Evaluates, investigates, and resolves complaints alleging sex discrimination
- Also conducts proactive investigations based on other complaints
- Provides technical assistance and information to institutions

Additional Federal and State Laws

- **The Jeanne Clery Act of 1990:** Campus crime reporting and transparency
- **Violence Against Women Act (VAWA) of 1994**
Established the Violence Against Women Office in the DOJ
- **The Campus Sexual Violence Elimination Act of 2013**
 - companion to TITLE IX focuses on prevention and response
- **The DOJ's Office of Violence Against Women (OVW) is developing an initiative that will test and evaluation prevention programs**

Additional State Laws

- California: Yes means yes
- Colorado – Victim Care bill passed in spring 2015

Age of Heightened Compliance

- Demand for greater accountability from policymakers, regulators, and the public has led to greater regulation
- April 2011 - Education Department signaled a sea change in enforcement of Title IX
- Noncompliance can lead to consequences like fines and reputational risk

Governing Board Engagement and Responsibility

- The Job of Board Members is to ask questions and demand evidence
 - Has the board had a briefing and discussion on Title IX issues as they relate to the institution?
 - What does our institution have in place to ensure campus safety?
 - How are our compliance responsibilities carried out?
 - What policies do we have to ensure campus safety?

More Questions to Ask

- What support services are available to victims?
- What prevention and education measures are in place?
- Has there been a recent report to your board on campus safety?
- Does the Audit Committee of the Board cover this area of responsibility adequately? How?
- How would you respond to a parent who asked if your campus is safe?

A Supportive Campus Environment:

Diversity

Two compelling reasons for advancing diversity in our colleges and universities:

- Diversity is an essential component of a healthy and relevant learning environment
- Economic Development: we cannot achieve state and national goals without closing the attainment gap

1. A 21st Century Learning Environment Must be Diverse

- The nation and world we live are diverse
- Social and civic growth augments intellectual growth
- Empirical evidence demonstrates the educational benefits of diverse learning environment

History: the Legal Framework

- 1978: UC Regents – Bakke v. the U.C. Regents. Denied use of quotas, but affirmed Affirmative Action
- 2003: U of Michigan – Grutter v. Bollinger. Upheld affirmative action, and can be carried out intentionally.

2. We Cannot Achieve State and National Economic Goals

- Attainment Gap: Completion rates are significantly lower among Latino, African American and Native American students
- President Obama declared college completion a national priority

Attainment Gap (cont.)

- 2013 Colorado Equity in Excellence Project (CUE & WICHE)
- 74% of all jobs in Colorado will require some form of post secondary education
- Dramatic demographic shift toward a more ethnically diverse population

Attainment Gap (cont.)

- The attainment gap between whites and members of racial/ethnic minority groups is wide
- Educational and workforce needs cannot be met without closing the gap
- Equity must be an explicit goal in closing the attainment gap.

Advancing a Successful Diversity Agenda

- Achieving a diverse student population is a necessary, but not a sufficient condition for achieving a successful campus diversity outcome.
- Recruitment is only half the equation: Retention and Completion is the other half.

Successful Diversity Agenda – “Inclusive Excellence”

- 2005 – *Making Excellence Inclusive*, AAU&C Initiative - Has cultural diversity at its core
- Connects diversity and quality; focuses on: students' intellectual and social development
- Enhancing student learning
- The cultural differences learners bring that enhance the institution
- Creating a welcoming community that engages diversity in the service of student learning

Components of a Successful Diversity Agenda

- **Data Driven Agenda**
- **Planning and Action**
- **Campus Culture and Climate**

Campus Culture and Climate

A culture is a system of beliefs and actions that characterize a particular group. Culture is the unique whole—the shared ideas, customs, assumptions, expectations, philosophy, traditions, mores, and values—that determine how a group of people will behave.”

(from “Leading Change

Campus Culture and Climate

- Culture matters
- Minority students – often first in the families to go to college
- Culture shock
- Diversity Friendly Campus Culture is Key

Components: faculty & administrators of color, curricular inclusiveness, residence arrangements, campus events & organization

Trustee Responsibility

- Ensure a Successful Diversity Agenda is in Place
- Ask Questions
- Be Informed -
 - Policies, Structures, Practices?
- Monitor progress on diversity goals
 - What does the data tell us?
 - Board Committee?